General Foods

Team. Butcher

Survey

TEAMSTERS & BUTC
JOINT COMMITTE
RECEIVED
APR 21 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Warehouse Union, Local #12

Rm. 115, 2315 Valdez Street

City Oakland State California

2. General Foods Plant or Establishment Under Contract:

Maxwell House Division
(Division or Plant Name)
2750 Halcyon Drive
City San Leandro State California

Type of Operation and Principal Products Manufacturing Plant & Dist. Center of all General Foods products.
Coffee, Jello-, Kool-Aid, Instant Coffee.

Brand Names of Products Made at this Plant Maxwell House Coffee, Jell-O
Kool-Aid, Yuban Coffee, Kool-Shake, Sanka, Jell-O Puddings, Bliss, Instant Sanka, Instant Maxwell House.

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: Aug. 27, 1951
(year)

2. Describe bargaining unit covered by present contract: Productions, Maintenance and Warehouseing

3. Total number of employees in plant 420 : in bargaining unit 320

4. Number of union members in bargaining unit: 235

5. Is this plant covered by a master or association contract? Yes ___ No x

If yes, give name of association, industry or employer group _____

III. (_____

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name Operating Engineers, Lo. 3

b) Describe bargaining unit they represent Boiler House

c) Date this union negotiated its first contract at this plant 1954 (year)

d) Type of union security clause in their contract Maintenance of Membership

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No x

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

Copy of other union's contract can not be had. Only represent 4

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership x Check Off x

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) Have indicated that they are trying to have Board of Directors approve such a move with the I.B.T.C.W.& H.

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable x

Please give details: Employer takes a negative position in informing new employees of Union Contract, also in employing Union Members when they have openings.

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes x No _____

Give name and location of these other plants:

Granny Goose Foods, 916 98th Avenue, Oakland, California

Table Products, Div. of Safeway, 1111 First Ave., San Leandro

I. X. L. Food, 1314 First Avenue, San Leandro, Calif.

Olin Manufacturing Company, 10229 Pearmain, Oakland, Calif.

Which of these other plants are competitors of General Foods?

Table Products

V. Write any comments you may have To be effective in obtaining a Union Shop Contract, it is our opinion that the International Union should apply a pattern similar to the one applied to Safeway and Montgomery Wards.

This operation was coopiantly green. When we signed first contract, they employed 130 people, today they employee 420 and there is still room for expansion.

Also because General Foods, also in the Insurance business, they have succeeded in keeping their programs in and ourn out.

Submitted by Fred Paredes Title Bus. Representative

Date 4/16/58

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

GENERAL TEAMSTERS UNION
LOCAL 406, INT. BRO. T., C., W. & H.
436 OTTAWA AVENUE, N. W.
GRAND RAPIDS 2, MICHIGAN

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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APR 23 1958
WASHINGTON, D. C.

April 21, 1958

Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue NW
Washington 1, D. C.

Re: Information on General Foods Corporation

Dear Sirs and Brothers:

Pertaining to the "Information on General Foods Corporation," we are attaching this letter to the blank as we cannot answer all the questions requested; but the information which we have is that there is a plant at Evart, Michigan (the only one in our jurisdiction) receiving milk, which, we believe, is made into a product known as "crumb" for Walter Baker Division at Dorchester, Massachusetts. This plant employees approximately 30 people who are unorganized.

Yours fraternally,

GENERAL TEAMSTERS UNION, LOCAL NO. 406

Patrick E. Mackey

Patrick E. Mackey, Sec.-Treas.

PEM:PM

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number _____

_____

City _____ State _____

2. General Foods Plant or Establishment Under Contract:

_____
(Division or Plant Name)

City _____ State _____

Type of Operation and Principal Products _____

_____

Brand Names of Products Made at this Plant _____

_____

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: _____
(year)

2. Describe bargaining unit covered by present contract: _____

_____

3. Total number of employees in plant _____; in bargaining unit _____

4. Number of union members in bargaining unit: _____

5. Is this plant covered by a master or association contract? Yes ____ No _____

If yes, give name of association, industry or employer group _____

_____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name _____

b) Describe bargaining unit they represent _____

_____

c) Date this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) _____

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

_____

_____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes ____ No _____

Give name and location of these other plants:

_____

_____

_____

_____

Which of these other plants are competitors of General Foods?

_____

_____

_____

V. Write any comments you may have _____

_____

_____

_____

_____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

TEAMSTERS & BUTCHERS JOINT COMMITTEE
RECEIVED
APR 21 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Brewery, Soda and Mineral Water Bottlers Local Union No. 896

City San Francisco State California

2. General Foods Plant or Establishment Under Contract:

Bireley's
(Division or Plant Name)

City Hollywood State California

Type of Operation and Principal Products Processing and manufacturing beverages

Brand Names of Products Made at this Plant Bireley's

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1951 (year)

2. Describe bargaining unit covered by present contract: production of employees

3. Total number of employees in plant 50 : in bargaining unit 50

4. Number of union members in bargaining unit: 50

5. Is this plant covered by a master or association contract? Yes ___ No X

If yes, give name of association, industry or employer group _____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes X No ____

If yes:

a) Give union name Engineers and Machinists

b) Describe bargaining unit they represent Engineers and Machinists

c) Date this union negotiated its first contract at this plant unknown (year)

d) Type of union security clause in their contract ____

e) Is your union a joint signatory to a single contract with this other union? Yes ____ No X

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop No Maintenance of Membership No Check Off Yes

Other (describe) ____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) Refused to sign union shop agreement due to National policy

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable ____ Neutral ____ Unfavorable X

Please give details: ____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes X No ____

Give name and location of these other plants:

Coca Cola Co., Los Angeles

Which of these other plants are competitors of General Foods?

Manufacturing Syrup Coca Cola

V. Write any comments you may have ____

Submitted by Edward R. Costello Title Secy-Treas.

Date April 16,1958

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
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WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Cannery Local No. 809

City Portland State Oregon

2. General Foods Plant or Establishment Under Contract:

General Foods, Birdseye Division
(Division or Plant Name)

City Hillsboro State Oregon

Type of Operation and Principal Products Freezing Operation
Strawberries, corn, squash

Brand Names of Products Made at this Plant Birdseye

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: Approximately 1916 (year)

2. Describe bargaining unit covered by present contract: All hourly rated productio
and maintenance employees as specified in NLRB Case 19F1472

3. Total number of employees in plant 1100 : in bargaining unit 950

4. Number of union members in bargaining unit: 900

5. Is this plant covered by a master or association contract? Yes ___ No xx

If yes, give name of association, industry or employer group

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes xx No _____

If yes:

a) Give union name Operating Engineers Local 87

b) Describe bargaining unit they represent Mechanics and operating engineers

c) Date this union negotiated its first contract at this plant Approximately 1940 (year)

d) Type of union security clause in their contract Maintenance of membership

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No x

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT. Unable to secure

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership xx Check Off xx

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) Company advised us it is against the company's policy to negotiate a union shop clause.

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable XXX Neutral _____ Unfavorable _____

Please give details: The feeling of the local management is that 100% union membership in the plant eliminates a feeling among the workers and in some instances the union employees have resented a small part of the workers not belonging to the union.

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes xx No _____

Give name and location of these other plants:

_____

_____

_____

_____

Which of these other plants are competitors of General Foods?

Hudson House, Forest Grove, Ore.
Gresham Berry Growers. Gresham, Oregon
Haleys Foods, Inc., Hillsboro, Ore.
Kellay-Parquyar Co, Banks, Oregon
North Pac. Canners, Portland, Ore.
Northwest Packing Co., 554 N. Columbia Blvd, Portland, Ore.
C. A. Robinson Cold Storage Co., Ridgefield, Washington
Washington Canners, Vancouver, Washington

V. Write any comments you may have We have stressed very strongly to the company that we feel General Foods should recognize the union shop provisions because the local union has negotiated this type of union security with all other companies.

Submitted by C. C. Evanson Title Sec'y-Treas.

Date April 7. 1958

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

Michigan Conference of Teamsters Welfare Fund
2741 Trumbull Avenue
Detroit 16, Michigan
WOodward 1-8835
WOodward 1-8578

JOINT COMMITTEE
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WASHINGTON, D. C.

Labor Trustees:
FRANK E. FITZSIMMONS
ROBERT HOLMES

Industrial Trustees:
J. HOWARD MINNICH
CHESTER A. DADY

April 10, 1958

Teamsters and Butchers Joint
Organising Committee
100 Indiana Avenue N. W.
Washington 1, D. C.

Dear Sir and Brother:

Enclosed you will find a questionnaire that was sent to Teamsters Local Union No. 337 requesting that it be filled out and returned to your office with a current General Foods contract.

Please be advised that we are returning this questionnaire because Teamsters Local Union No. 337 does not have anything to do with the General Foods contracts. This contract is taken care of throught Local Union No. 51.

If there are any questions, please let me know.

Sincerely and Fraternally,

MICHIGAN CONF. OF TEAMSTERS

Duane Johnson db

Duane Johnson

/db
Enc

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number _____

_____

City _____ State _____

2. General Foods Plant or Establishment Under Contract:

_____
(Division or Plant Name)

City _____ State _____

Type of Operation and Principal Products _____

_____

Brand Names of Products Made at this Plant _____

_____

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: _____
(year)

2. Describe bargaining unit covered by present contract: _____

_____

3. Total number of employees in plant _____; in bargaining unit _____

4. Number of union members in bargaining unit: _____

5. Is this plant covered by a master or association contract? Yes ____ No _____

If yes, give name of association, industry or employer group _____

_____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name _____

b) Describe bargaining unit they represent _____

_____

c) Date this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) _____

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

_____

_____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes _____ No _____

Give name and location of these other plants:

_____

_____

_____

_____

Which of these other plants are competitors of General Foods?

_____

_____

_____

V. Write any comments you may have _____

_____

_____

_____

_____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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WASHINGTON, D. C

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Food Processors, Packers, Warehousemen and Clerical Employees Union, Local 547

1616 West 9th Street

City Los Angeles State California

2. General Foods Plant or Establishment Under Contract:

Bireley's
(Division or Plant Name)

City Los Angeles State California

Type of Operation and Principal Products Orange syrup concentrate, frozen orange juice or lemonade, pectin.

Brand Names of Products Made at this Plant Bireley's

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1950 (year)

2. Describe bargaining unit covered by present contract: Warehouse

3. Total number of employees in plant 60 in bargaining unit 7

4. Number of union members in bargaining unit: 6

5. Is this plant covered by a master or association contract? Yes X No ____

If yes, give name of association, industry or employer group Metal Trades Council of Southern California

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes Yes No _____

If yes:

a) Give union name Teamsters Union, Local 896

b) Describe bargaining unit they represent Production employees

c) Date this union negotiated its first contract at this plant --- (year)

d) Type of union security clause in their contract Maintenance of Membership

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No X

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership X Check Off X

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) Neutral

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable X Neutral _____ Unfavorable _____

Please give details: They have in no way opposed our efforts to secure 100% union membership.

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes X No ____

Give name and location of these other plants:

All our contracts are union shop contracts except Bireley's

Which of these other plants are competitors of General Foods?

None

V. Write any comments you may have The wages and conditions of Bireley's are ahead of their competition in this area, but behind the grocery industry in general.

Submitted by Charles C. Cook Title President

Charles C. Cook

Date April 8, 1958

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

Amalgamated Food & Allied Workers Union

FROM THE MAIN OFFICE
224 Federal Street
CAMDEN 3, NEW JERSEY
Leon B. Schachter
PRESIDENT

Local 56 AMALGAMATED FOOD & ALLIED WORKERS UNION A.F.L.-C.I.O. State of New Jersey

CHARTERED BY AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA AFL-CIO

TEAMSTERS & BUTCHERS JOINT COMMITTEE

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April 11, 1958

Leon B. Schachter and Lewis C. Harkins,
Co-Chairmen
Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

Dear Sirs and Brothers:

Enclosed is the information and contracts which you requested from our General Foods plants. If you require any further information, please feel free to get in touch with me.

Wishing you the greatest success in your endeavors, I am

Fraternally yours,

Nathan J. Rutenberg/ca

NATHAN J. RUTENBERG
SECRETARY-TREASURER

NJR/map
Enc.

TEAMSTERS & BUTCHERS JOINT COMMITTEE
RECEIVED
APR 14 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee - 100 Indiana Avenue, N.W. Washington 1, D.C.

I. IDENTIFICATION

1. Local Union Name and Number AMALGAMATED FOOD AND ALLIED WORKERS UNION OF NEW JERSEY, LOCAL #56 (A.M.C. & B.W. OF N.A.)

   City CAMDEN State NEW JERSEY

2. General Foods Plant or Establishment Under Contract:

   MAXWELL HOUSE
   (Division or Plant Name)

   City HOBOKEN State NEW JERSEY

   Type of Operation and Principal Products COFFEE PROCESSING

   Brand Names of Products Made at this Plant MAXWELL HOUSE, BLISS, YUBAN, SANKA, MAXWELL HOUSE SOLUBLE

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant:

   1947
   (year)

2. Describe bargaining unit covered by present contract: HOURLY-RATED PRODUCTION, ENGINEERING DEPARTMENT + CAFETERIA EMPLOYEES

3. Total number of employees in plant 1500 (ESTIMATED) : in bargaining unit 975

4. Number of union members in bargaining unit: 900

5. Is this plant covered by a master or association contract? Yes ___ No X . If yes, give name of association, industry or employer group ___

III. OTHER UNIONS IN PLANT

I. Do other unions hold contract in this same plant? Yes X No ____

If yes:

a) Give union name INTERNATIONAL LONGSHOREMEN'S ASSOCIATION

b) Describe bargaining unit they represent RECEIVING AND SHIPPING

c) Date this union negotiated its first contract at this plant APPROX 1947.
(year)

d) Type of union security clause in their contract MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

a) Is your union a joint signatory to a single contract with this other union? Yes ____ No X.

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

I. Check type of union security clause in hour current contract:

Union Shop ____ Maintenance of Membership X Check Off X

Other (Describe) ____

2. How has local plant management answered your requests during negotiations for a union shop clause (Describe) A UNION SHOP IS AGAINST COMPANY-WIDE POLICY

3. Which of the following best described local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant? Favorable X Neutral ____ Unfavorable ____

Please give details: ____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes X No _____.

Give name and location of these other plants: _____

STANDARD BRANDS - HOBOKEN, N.J.

KRAFT FOODS - HILLSIDE, N.J.

WESSON OIL & SNOWDRIFT CO. - BAYONNE, N.J.

ANNA MYERS - GARFIELD, N.J.

JUNE DAIRY PRODUCTS - JERSEY CITY, N.J.

Which of these other plants are competitors of General Foods?

STANDARD BRANDS - HOBOKEN, N.J.

V. 1. Write any comments you may have _____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N.W.
Washington 1, D. C.

MAXWELL HOUSE: A new two-year agreement was settled and ratified this week embodying the following changes to the enclosed contract:

1. Wages: 1958 - 11¢ per hour across-the-board.
   1959 - 9¢ per hour across-the-board.
   1960 - 8¢ per hour across-the-board.

2. Sick Plan: Sickness benefits will start on the third day instead of the fifth day, and injuries or accidents requiring hospitalization bring immediate benefits.

3. Maintenance of Membership: Maintenance of Membership is continued. However, the annual escape clause has been eliminated, freezing membership thereby for the duration of the contract.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number AMALGAMATED FOOD AND ALLIED WORKERS UNION OF NEW JERSEY, LOCAL #56 (A.M.C. & B.W. OF N.A.)

City CAMDEN State N.J.

2. General Foods Plant or Establishment Under Contract:

FRANKLIN BAKER
(Division or Plant Name)

City HOBOKEN State NEW JERSEY

Type of Operation and Principal Products FOOD PROCESSING — DESSERTS AND OTHER GROCERY PRODUCTS

Brand Names of Products Made at this Plant KOOL-AID, JELL-O, D-ZERTA, BAKER'S COCONUT, LOG CABIN SYRUP, *LA FRANCE INSTANT BLUING, *SATINA, *GOLDEN RIDS

* PRODUCTION OF STARRED BRANDS WILL BE MOVED ELSEWHERE DURING THE SUMMER OF 1958

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1941 (year)

2. Describe bargaining unit covered by present contract: ALL PRODUCTION AND MAINTENANCE EMPLOYEES

3. Total number of employees in plant 700 (ESTIMATED): in bargaining unit 420

4. Number of union members in bargaining unit: 418

5. Is this plant covered by a master or association contract? Yes ___ No X

If yes, give name of association, industry or employer group _____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes X No ____

If yes:

a) Give union name INT'L BRO. OF TEAMSTERS

b) Describe bargaining unit they represent RECEIVING AND SHIPPING

c) Date this union negotiated its first contract at this plant APPROX. 1947 (year)

d) Type of union security clause in their contract MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

e) Is your union a joint signatory to a single contract with this other union? Yes ____ No X

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop ____ Maintenance of Membership X Check Off X

Other (describe) ____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) A UNION-SHOP IS AGAINST COMPANY-WIDE POLICY

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable X Neutral ____ Unfavorable ____

Please give details: ____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes X No _____

Give name and location of these other plants:

STANDARD BRANDS - HOBOKEN, N.J.
KRAFT FOODS - HILLSIDE, N.J.
WESSON OIL & SNOWDRIFT CO. - BAYONNE, N.J.
ANNA MYERS - GARFIELD, N.J.
JUNE DAIRY PRODUCTS - JERSEY CITY, N.J.

Which of these other plants are competitors of General Foods?

STANDARD BRANDS - HOBOKEN, N.J.

V. Write any comments you may have _____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Meat & Poultry Workers, Local 199

City R D 1, Millsboro State Delaware

2. General Foods Plant or Establishment Under Contract:

Birdseye
(Division or Plant Name)

City Pocomoke State Maryland

Type of Operation and Principal Products Frozen Poultry
Poultry Convenience Foods

Brand Names of Products Made at this Plant Birdseye - Farmside

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1956
(year)

2. Describe bargaining unit covered by present contract:
Production - Maintenance

3. Total number of employees in plant 820 · in bargaining unit 776

4. Number of union members in bargaining unit: Loc. 199 - 407 Loc. 876 - 123

5. Is this plant covered by a master or association contract? Yes ___ No X

If yes, give name of association, industry or employer group

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes X No ____

If yes:

a) Give union name Teamsters Local 876

b) Describe bargaining unit they represent maintenance, pick-up, receiving, frosting, storage, warehouse

c) Date this union negotiated its first contract at this plant 1956 (year)

d) Type of union security clause in their contract maintenance of membership - checkoff

e) Is your union a joint signatory to a single contract with this other union? Yes X No ____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop ____ Maintenance of Membership X Check Off X

Other (describe) ____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) against company policy to enter into a Union Shop contract, the Union has to enroll its own members. Confidentially, we were told that they prefer a Union Shop contract, ~~and we were not to quote them.~~

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable ____ Neutral X Unfavorable ____

Please give details: Management does not condone any of the supervisors and managers to speak against the Union. The local manager has called it to the attention of a particular person after we reported it. Company allows us 10 minutes before work to talk to employees.

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes _____ No _____

Give name and location of these other plants:

Armour & Co., Salisbury, Md.(union shop will be obtained at the end of the contract)

Burris Poultry Co., Milford, Delaware

Caroline Poultry Co., Denton and Federalsburg, Md.

H & H Poultry Co. Selbyville, Delaware

Libby McNeil & Libby, Houston, Delaware

Matthews Poultry Co., Laurel, Del.

Maryland Chicken Processors, Snow Hill, Md.

Millsboro Poultry Co., Millsboro, Del.

Milton Poultry Co., Milton, Del.

Paramount Poultry Co., Harbeson, Del.

Showell Poultry Co., Showell, Md.

Which of these other plants are competitors of General Foods?

All of the above plants are competitors, all process poultry-hire help and compete in the Delmarva Peninsula.

Libby's contract doesn't provide for Union Shop but the personnel man signs all of the employees at hiring time.

Armour & Co. contract provides for a modified Union Shop at end of the present agreement in December 1958.

V. Write any comments you may have - Employees in this plant have been clamoring for a Union Shop since our first attempt to organize them in 1947. It is a constant source of friction with non-union members tessing the union members for paying dues. We made a strong stand for Union Shop in the 1956 and 1957 contract negotiations. We feel this goal can only be reached through the efforts of the Joint Committee. We heartily support this program. Contract negotiations will commence prior to September 30, 1958.

Submitted by Jack Birch Title President

Date April 8, 1958

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
RECEIVED
APR 11 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number General Teamsters, Warehousemen and Cannery Workers, Local Union 556

City Walla Walla State Wash.

2. General Foods Plant or Establishment Under Contract:

Birdseye Division of General Foods Corporation
(Division or Plant Name)

City Walla Walla State Washington

Type of Operation and Principal Products Frozen Food Processing Fruits and vegetables

Brand Names of Products Made at this Plant Birdseye

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1946 (year)

2. Describe bargaining unit covered by present contract: "All employees of the Company in its plants, warehouses, sheds, and lots adjacent thereto where commodities or materials are processed or stored, excluding employees members of International Union of Operating Engineers."

3. Total number of employees in plant 1100 @ peak; in bargaining unit 1050

4. Number of union members in bargaining unit: 260

5. Is this plant covered by a master or association contract? Yes ___ No X

If yes, give name of association, industry or employer group

none

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes x No _____

If yes:

a) Give union name International Union of Operating Engineers, Local #280

b) Describe bargaining unit they represent Boiler room and compressor operators.

c) Date this union negotiated its first contract at this plant 1955 (year)

d) Type of union security clause in their contract Maintenance of membership

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No x

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership x Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) Must comply with corporate policy, hereby attached.

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral x Unfavorable _____

Please give details: Follow corporate instruction as per attached article

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes x No _____

Give name and location of these other plants:

Walla Walla Canning Co. - Walla Walla, Wn.
Utah Canning Co. - Milton-Freewater, Oregon
Libby, McNaill and Libby - Walla Walla, Wn.
Rogers Canning Co. - Milton-Freewater, Ore.
Lamb-Weston, Inc. - Weston, Ore.

Which of these other plants are competitors of General Foods?

all

V. Write any comments you may have This local has had, from its first agreement with this company, difficulties with membership sign-ups. It has been progressively worse, with the passing of each year. I believe Brother Hawkins, director of this Div. is acquainted with our problem. Brother Andrews, director of the Western Cannery Council is well acquainted with situation also.

Submitted by Walter Zepeck Title Sec-Treas.

Date 4/7/58

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

BIRDSEYE - SNIDER DIVISION
GENERAL FOODS CORP.
WALLA WALLA, WN.

March 14, 1952

Mr. Fred Wehde
General Teamsters Warehousemen
and Cannery Workers Union
Local #556
Walla Walla, Washington

Dear Fred:

As agreed in our meeting of March 13th I am sending you attached a copy of a memo from Hoke S. Simpson to C. E. Miller covering the Company's attitude with regard to Union membership.

If you have any questions regarding this memo please feel free to contact me.

Very truly yours,

BIRDSEYE DIVISION
GENERAL FOODS CORPORATION

J. H. Kenyon
Personnel Manager

JHK/as

attch.

COPY

MEMORANDUM

To: Mr. C. E. Miller At: Hillsboro Date Aug. 2, 1950

From: Hoke S. Simpson At: New York

Subject: UNION MEMBERSHIP

In general, our position can be summed up as follows: - General Foods will not require any employee to become a union member as a condition of employment but will place no obstacle in the way of the Union's legitimate organization efforts.

To implement this general agreement, we agreed to the following practices: -

(1) To furnish the Union with an office in each plant.

(2) To give new employees application blanks for union membership.

(3) To give employees and post on bulletin boards a letter recommending that employees give serious consideration to joining the Union. (The letter which is agreed upon is well known to all parties.)

(4) To notify the Union of all new hirings.

(5) To discuss the union-membership question with any employee who voluntarily requests such discussion.

(6) To discuss the union-membership question with any employee who presents himself for such a discussion at the request of the Union.

(7) At the time of the agreement between Messrs, Francis and Beck, there were a number of long-service employees who had never joined the Union. We agreed that they would be called in and that the working arrangement with the Union would be explained to them.

To go beyond this general pattern would, in effect, be to coerce employees into becoming union members, particularly so considering the employer-employee relationship. While placing no obstacle in the way of the Union's organizational efforts, we have not and can not agree to do their organizing for them. Therefore, we can not take any such steps as the following:

(1) Instruct employees that they must talk to a Union representative either before or after employment.

(2) Tell employees that we prefer that they join the Union.

(3) Call in for "further talks" employees who have not joined the Union, i.e., "talk them into joining the Union." (This is quoted from Mrs. May's letter of May 1, 1950 to Mr. Reiling.)

MAINTENANCE OF MEMBERSHIP:

With reference to whether or not we will require employees to maintain their membership in the Union as a condition of employment, we would be perfectly willing to include a standard maintenance-of-membership union-security clause in our contract.

If the Union does not want this, and they apparently do not, it would be illegal for us to discharge or terminate an employee because of failure to pay dues or otherwise fail to remain a member in good standing. This has been carefully checked and we simply cannot, within the law, require maintenance of membership in the Union as a condition of employment unless it is a matter of contractual agreement.

On the other hand, we agree to a check-off of dues, irrevocable for one year, or for the life of the contract, when such check-off if voluntarily requested by an employee in writing (satisfactory forms are available).

Although, by law, such an irrevocable check-off must be renewed each year whereas a revocable check-off need not be, it would appear that this would answer the problem of employees who voluntarily join the Union and then want to drop out during the contract year, and it would answer the problem without writing a maintenance-of-membership clause into the contract.

****

For your information, Mr. Francis has reviewed this memorandum and he feels that our statements accurately reflect both the policy of General Foods Corporation and his earlier conversation with Mr. Beck.

/s/ Hoke S. Simpson

COPY

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
RECEIVED
APR 9 - 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number Chauffeurs, warehousemen & Helpers Local 876

City Salisbury State Maryland

2. General Foods Plant or Establishment Under Contract:

Birds-Eye Division of General Foods Corp.
(Division or Plant Name)

City Pocomoke City State Maryland

Type of Operation and Principal Products Frozen Poultry Products

Brand Names of Products Made at this Plant Birds-Eye and Farmside

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1956 (year)

2. Describe bargaining unit covered by present contract:

All production and maintenance employees

3. Total number of employees in plant 400-826: in bargaining unit 350-776

4. Number of union members in bargaining unit: app. 540 Highest membership
(137 - Local 876) (403 - Local 199)

5. Is this plant covered by a master or association contract? Yes ___ No X

If yes, give name of association, industry or employer group

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes X No _____

If yes:

a) Give union name Amalgamated Butcher Workmen of America, Local 199

b) Describe bargaining unit they represent _____

All production employees except (maintenance, storage, freezer room, truck drivers, feeders, catchers)

c) Date this union negotiated its first contract at this plant 1956 (year)

d) Type of union security clause in their contract _____

Maintenance of membership with check-off

e) Is your union a joint signatory to a single contract with this other union? Yes X No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership X Check Off X

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) _____

Against Company's policy

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral X Unfavorable _____

Please give details: _____

Do not condone supervisors or foremen to interfere or comment one way or another.

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes X No _____

Give name and location of these other plants: Paramount Poultry, Harbeson, Del.
Caroline Poultry, Denton, Md. Burris Poultry, Milford, Del.
John H. Dulany & Son, Inc., Fruitland, Maryland
Caroline Poultry, Federalsburg, Md.
American Stores Company, Hurlock, Maryland
Matthews Poultry, Laurel, Del.
Maryland Chicken Processors, Snow Hill, Md. P & L Poultry, Stockton, Md.
Snowell Poultry, Showell, Md. H & H Poultry, Selbyville, Del.
Milton Poultry, Milton, Del. Millsboro Poultry, Millsboro Del.

Which of these other plants are competitors of General Foods?

All, to a certain extent

V. Write any comments you may have When negotiating Contracts, we worked hard for a Union Shop Clause, but due to Company policy, have not been successful. I feel that this program, through the Joint Committee would be our salvation. If we can be of any help, don't be afraid to call upon us.

Submitted by F. H. Sinclair, Sr. Title Business Agent

Date 4/7/58

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number LOCAL # 20
TEAMSTER'S

City TOLEDO State OHIO

2. General Foods Plant or Establishment Under Contract:
TOLEDO DISTRIBUTION CENTER DISTRIBUTION SERVICE
DIVISION GENERAL FOODS CORP.
(Division or Plant Name)

City ~~TOLEDO~~ State OHIO

Type of Operation and Principal Products WHSE HOUSING OF GENERAL FOOD'S PRODUCTS

Brand Names of Products Made at this Plant THIS IS A FOOD WHSE

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1947
(year)

2. Describe bargaining unit covered by present contract: ALL WHSE EMPLOYEE'S

3. Total number of employees in plant 45 : in bargaining unit 35

4. Number of union members in bargaining unit: 35

5. Is this plant covered by a master or association contract? Yes ___ No ✓

If yes, give name of association, industry or employer group —

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No ✓

If yes:

a) Give union name ___—___

b) Describe bargaining unit they represent ___✓___

___✓___

c) Date this union negotiated its first contract at this plant ___—___ (year)

d) Type of union security clause in their contract ___✓___

___

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No ✓

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off ✓

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) We have no union shop The company said they will help us talk to any one who is not a member and they cooperate

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable ✓ Neutral _____ Unfavorable _____

Please give details: They inform all new members of the union and tell the new employee of the union and how many members we have signed as against those not in the union

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes ____ No ✓

Give name and location of these other plants:

✓
✓
✓

Which of these other plants are competitors of General Foods?

V. Write any comments you may have

Submitted by [illegible] Title B. Agents'

Date 4-13-58

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

We do not have a contract with General Foods Corporation.

LIVE STOCK, FERTILIZER, HAY, GRAIN, FEED CHAUFFEURS, LOADERS AND HELPERS UNION LOCAL NO. 710
CHICAGO
I. B. of T., C., W. and H. of A.
[redacted]
CHICAGO 9, ILL.
4232 S. EMERALD AV[redacted]

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
RECEIVED
APR 9 - 1958
WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number _____

_____

City _____ State _____

2. General Foods Plant or Establishment Under Contract:

_____
(Division or Plant Name)

City _____ State _____

Type of Operation and Principal Products _____

_____

Brand Names of Products Made at this Plant _____

_____

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: _____
(year)

2. Describe bargaining unit covered by present contract: _____

_____

3. Total number of employees in plant _____; in bargaining unit _____

4. Number of union members in bargaining unit: _____

5. Is this plant covered by a master or association contract? Yes ____ No _____

If yes, give name of association, industry or employer group _____

_____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name _____

b) Describe bargaining unit they represent _____

_____

c) Date this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) _____

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

_____

_____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes ____ No _____

Give name and location of these other plants:

_____

_____

_____

_____

Which of these other plants are competitors of General Foods?

_____

_____

_____

V. Write any comments you may have _____

_____

_____

_____

_____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number General Drivers, Warehousemen & Helpers Union Local No. 383, 1021½ Fourth Street,

City Sioux City 1, State Iowa

2. General Foods Plant or Establishment Under Contract:

No General Foods operation in our area.
(Division or Plant Name)

City _____ State _____

Type of Operation and Principal Products _____

Brand Names of Products Made at this Plant _____

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: _____ (year)

2. Describe bargaining unit covered by present contract: _____

3. Total number of employees in plant _____; in bargaining unit _____

4. Number of union members in bargaining unit: _____

5. Is this plant covered by a master or association contract? Yes ____ No _____

If yes, give name of association, industry or employer group _____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name _____

b) Describe bargaining unit they represent _____

_____

c) Date this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

a) Is your union a joint signatory to a single contract with this other union? Yes _____ No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for a union shop clause (describe) _____

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

_____

_____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes ____ No X____

Give name and location of these other plants:

Right-To-Work State

Which of these other plants are competitors of General Foods?

V. Write any comments you may have

Submitted by James J. Murphy Title Sec'y-Treas.

Date 4-7-58.

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

Copy of contract
NOT ENCLOSED
CMG.

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
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WASHINGTON, D. C.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number General Warehousemen Local 892 (7)
777 Bergen Ave
City Jersey City 6 State N.J.

2. General Foods Plant or Establishment Under Contract:
General Foods Sales & Dist. Warehouse
(Division or Plant Name)
City Jersey (Box 489 Main P.O.) State N.J.
Type of Operation and Principal Products Dist. Warehouse

Brand Names of Products Made at this Plant None

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: 1953 (year)
2. Describe bargaining unit covered by present contract: all Warehousemen
3. Total number of employees in plant 40; in bargaining unit 40
4. Number of union members in bargaining unit: 40
5. Is this plant covered by a master or association contract? Yes ___ No ✓
If yes, give name of association, industry or employer group

OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union na _____

b) Describe bargaining unit they represent _____

_____

c) Data this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

e) Is your union a joint signatory to a single contract with this other union? Yes _____ No ✓

PLEA ENCLOSE COPY OF OTHER UNION'S CONTRACT.

_____

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop ✓ Maintenance of Membership _____ Check Off Yes

Other (describe) _____

2. How has local plant management answered your requests, during negotiations for a union shop clause (describe) No Trouble

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes ✓ No _____

Give name and location of these other plants: Standard Brands Hoboken N.J.

Which of these other plants are competitors of General Foods?

Standard Brands

V. Write any comments you may have _____

Submitted by George Kane Title Business Agent

Date April 4 1958

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.

APR 2 - 1958

TEAMSTERS & BUTCHERS
JOINT COMMITTEE
RECEIVED
APR 3 - 1958
WASHINGTON, D. C.

TO: IBT AND AMC LOCALS HOLDING CONTRACTS WITH GENERAL FOODS CORPORATION PLANTS AND ESTABLISHMENTS

Dear Sir and Brother,

Top officials of the International Brotherhood of Teamsters and the Amalgamated Meat Cutters and Butcher Workmen, representing the Teamsters and Butchers Joint Organising Committee, have recently had some preliminary discussions with key officials of the General Foods Corporation. These discussions have centered around the basic relations between the Company and our two unions - on the issue of union security; and other matters of mutual interest and concern.

In order to be better advised on these basic issues, we should like to obtain some additional information on General Foods and its various divisions. Would you please complete the attached questionnaire so that we will have as complete information as possible. After we have analysed the questionnaire, we will then make plans for further discussions with the Company and will keep you informed of our activities and future developments.

Please keep in touch with our office on any new re-opening of contracts and before finalising same, contact this office personally.

Please fill out the questionnaire without delay and return it to Teamsters and Butchers Joint Organising Committee, 100 Indiana Avenue, N. W., Washington 1, D. C. Please send a copy of your current General Foods contract. Your cooperation will be greatly appreciated.

Fraternally yours,

TEAMSTERS AND BUTCHERS JOINT ORGANIZING COMMITTEE

Leon B. Schachter Lewis C. Harkins
Leon B. Schachter Lewis C. Harkins
Co-Chairman

Encl.

TEAMSTERS-BUTCHERS JOINT ORGANIZING COMMITTEE

INFORMATION ON GENERAL FOODS CORPORATION

Please return promptly to: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.

I. IDENTIFICATION

1. Local Union Name and Number _____

_____

City _____ State _____

2. General Foods Plant or Establishment Under Contract:

_____
(Division or Plant Name)

City _____ State _____

Type of Operation and Principal Products _____

_____

Brand Names of Products Made at this Plant _____

_____

II. UNION ORGANIZATION

1. Date your union negotiated its first contract for this plant: _____
(year)

2. Describe bargaining unit covered by present contract: _____

_____

3. Total number of employees in plant _____; in bargaining unit _____

4. Number of union members in bargaining unit: _____

5. Is this plant covered by a master or association contract? Yes ____ No _____

If yes, give name of association, industry or employer group _____

_____

III. OTHER UNIONS IN PLANT

1. Do other unions hold contract in this same plant? Yes _____ No _____

If yes:

a) Give union name _____

b) Describe bargaining unit they represent _____

_____

c) Date this union negotiated its first contract at this plant _____ (year)

d) Type of union security clause in their contract _____

_____

a) Is your union a joint signatory to a single contract with this other union? Yes _____ No _____

PLEASE ENCLOSE COPY OF OTHER UNION'S CONTRACT.

IV. UNION SECURITY

ENCLOSE COPY OF YOUR CURRENT CONTRACT

1. Check type of union security clause in your current contract:

Union Shop _____ Maintenance of Membership _____ Check Off _____

Other (describe) _____

2. How has local plant management answered your requests during negotiations for s union shop clause (describe) _____

_____

_____

3. Which of the following best describes local management's attitude, policy and practice towards your effort to secure 100% union membership in the plant?

Favorable _____ Neutral _____ Unfavorable _____

Please give details: _____

_____

_____

4. Does your local union have union shop contracts with other food processing firms in the same area as this General Foods plant? Yes _____ No _____

Give name and location of these other plants:

_____

_____

_____

_____

Which of these other plants are competitors of General Foods?

_____

_____

_____

V. Write any comments you may have _____

_____

_____

_____

_____

Submitted by _____ Title _____

Date _____

PLEASE ATTACH COPY OF YOUR CURRENT CONTRACT WITH GENERAL FOODS

PLEASE RETURN TO: Teamsters and Butchers Joint Organizing Committee
100 Indiana Avenue, N. W.
Washington 1, D. C.